

## 10 Behaviours Seen in Crap Bosses!

By Martin Murphy

I was giving a talk the other day to a group of entrepreneurs and business leaders and I jokingly mentioned I was writing a book entitled:

*‘Stop being a Crap Boss and Be an Inspirational Leader!’*

It raised quite a chuckle around the audience, but then it stimulated some lively debate around ‘crap bosses’. I was asked all sorts of questions such as

*“Can you change a crap boss and make them better?”*

or

*“How do you tell a crap boss they’re crap and still hold onto your job?”*

What it brought home to me is the fact that there are many of us who’ve suffered at the hands of crap bosses. Perhaps it should be a problem that is recognised more.

So as a little exercise I thought I’d list ten things that crap bosses do from my own experience and those behaviours coaching clients have related to me.

Please feel free to add your own in the comments below!

### **1) Killing off others’ ideas and then re-igniting them later and claiming them as their own:**

A common problem and one that was again related to me recently. Crap bosses and even some half decent ones have a habit of saying to ‘No!’ to other people’s ideas but then days, weeks or even months later, announce the idea again and claim it as their own.

## 10 Behaviours Seen in Crap Bosses!

By Martin Murphy

Experienced anything like that?

### 2) Thinking the problem is with *'them'* all the time

“If only they (fill in the blanks) the business would be fine”

is another of those comments which as a coach points to a lack of self-awareness of the leader. In an interdependent team the personal development of both team and leader must develop in parallel with each other and in-line with the stages with which the business is at.

### 3) Broadcast more than they listen

Having a Boss that prefers the sound of their own voice can be very frustrating to listen to as they feel compelled to share useless information and ramble on. People can only pay attention for a limited amount of time and broadcasters often race well over that line making their communication pointless as nobody can assimilate it effectively.

### 4) Believe they're always right or omniscient

It isn't that they're wrong all the time either, but being the source of all the answers all the time, just means people stop thinking for themselves and this leads to dis-engagement, a big motivation sapper.

### 5) Punish people who challenge their ideas with aggressive, passive aggressive or stonewalling tactics

Crap bosses inform the world that their door is always open but they don't actually want people to enter unless you're coming in to

## **10 Behaviours Seen in Crap Bosses!**

**By Martin Murphy**

compliment them on their latest idea, (which they probably stole from you earlier).

As the crap bosses want to believe there is a great culture in the business, they don't actually allow for healthy conflict. The use of stonewalling, arguing, criticism or condescension to handle challenges is a common tactic utilised by crap bosses in quelling what they see as rebellion.

### **6) Micro-managing**

Most people's pet hate. We know from psychological research that the majority of people prefer a certain amount of autonomy, within clear boundaries, and see this as the most rewarding way to work.

### **7) Have favourites**

'Them and us' type situations create resentment. A crap boss surrounding themselves with 'yes' people and rewarding ass kissers is a killer of morale.

### **8) Be a Glory Hog**

Don't you just hate it when you've done all the work and after making a success of a project, your crap boss just steps in and steals the limelight? Sound familiar?

### **9) Hire the best people then treat them like kids**

School ended a long time ago, but crap bosses act like kindergarten teachers. They're terrified of uncertainty and demand work is done in

## 10 Behaviours Seen in *Crap Bosses!*

By Martin Murphy

exactly the same way as they did it. *Crap bosses* make all the decision which affect the team instead of the team having more control over their own future.

### **10) Think they're successful because they're so gifted**

I've seen this a lot and it's one of the hardest things to overcome when trying to build up a team's morale and confidence. A *crap boss* believes that they're so talented that they could replicate their success anytime. Actually, they may in fact be talented, but that doesn't mean given a different time and circumstances, they could replicate their success.

Plenty of entrepreneurs fail in their second business venture. The lone wolf genius talent is generally seen as a myth. When a *crap boss* thinks he's the expert, it makes them less likely to value the opinions' of others in the team and makes them overconfident and unable to leverage the collective intelligence of the team.

Please add more *Crap Boss* behaviours in the comments below: